

# Law Enforcement Association (SCLEA)

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED



Memorandum of Understanding (MOU) Term	July 23, 2019 – May 31, 2023
Bargaining Units	Law Enforcement Non-Supervisory – 40 Law Enforcement Supervisory – 41 Corrections and Probation Non-Supervisory – 30 Corrections and Probation Supervisory – 70
Representation	Sonoma County Law Enforcement Association
<b>Health and Welfare</b>	
Benefit Level	Full-time (80 hours/1.0 FTE)
Medical	<b>Semi-Monthly County Contribution Effective July 30, 2019 – May 31, 2020</b> \$350.00 Employee Only \$700.00 Employee +1 \$990.00 Employee +2 or more
Dental	\$59.22 – Semi-Monthly County Contribution Suspended till October 1, 2020 – Semi-Monthly Employee Contribution
Vision	County Paid (\$7.85 Semi-Monthly)
Basic Life Insurance – County Paid	1 time Annual Base Salary
Supplemental Life – Employee Paid	\$10,000 Increments (\$500,000 maximum when combined with Basic Life)
Dependent Life – Employee Paid	\$5,000 per Eligible Dependent
Accidental Death & Dismemberment – County Paid	1 time Annual Base Salary
<b>Leave Provisions</b>	
Vacation	Accrue up to 3.53 - 8.13 hours based on years of service, not to exceed 360 hours
Holiday	12 holidays per year 1 Floating Holiday per year (No carryover or cash-out)
Sick	Accrue up to 3.68 hours
Compassionate	Up to 3 days per eligible occurrence

*In the case of conflict between the information presented in this summary and the current Memorandum of Understanding (MOU), the MOU determines the benefit. This document does not constitute a contract. Benefits are subject to change. For benefit details, please refer to the Salary Resolution or Memorandum of Understanding in effect for this employee group.*

Revised: October 14, 2019

Retirement - Pension	
<b><u>Tier 1 - Safety</u></b> (Retirement system membership on or before 12/31/2012; reciprocity provision may apply)	3% at 50
<b><u>Tier 1 – Non-Safety</u></b> (Retirement system membership on or before 12/31/2012; reciprocity provision may apply)	3% at 60
<b><u>Tier 2 - Safety</u></b> (Retirement system membership on or after 1/1/2013)	2% at 50 – 2.7% at 57
<b><u>Tier 2 – Non-Safety</u></b> (Retirement system membership on or after 1/1/2013)	2% at 62; 2.5% at 67
Retirement – Other	
<b>401(a) Deferred Compensation</b>	1% Base Salary County Contribution
<b>457 - Voluntary Deferred Compensation</b>	Employee Paid (optional)
<b>Retiree Health Reimbursement Account (HRA) – Hired on or after January 1, 2009</b>	\$2,400 Lump Sum Deposit upon meeting eligibility criteria; then up to \$46.40 monthly
<b>Retiree Health Reimbursement Account (HRA) – Hired prior to January 1, 2009 and Retired on or after November 14, 2018</b>	\$500 per month County contribution into HRA account
Other Benefits	
<b>Staff Development/Wellness Reimbursement</b> <u>Non-Supervisory (30 &amp; 40)</u> <u>Supervisory (41 &amp; 70)</u>	\$850 per Fiscal Year \$940 per Fiscal Year
<b>Dependent Care Assistance Program (DCAP)</b>	Employee Paid
<b>Health Flexible Spending Account (FSA)</b>	Employee Paid
<b>Employee Assistance Program (EAP)</b>	County Paid
<b>Long-Term Disability</b>	PORAC Plan through Association Up to \$32.70 Monthly County Contribution

#### **Semi-Monthly Medical Premium Out-of-Pocket Cost – Examples based on 2019/2020 medical plan premiums**

**Example #1:** Employee elects Kaiser Permanente HMO with Employee Only coverage.

\$431.87 Premium  
 - \$350.00 County Contribution  
**\$81.87 Employee Semi-Monthly Out-of-Pocket Cost**

**Example #2:** Employee elects Sutter Health Plus with Employee + 1 dependent coverage.

\$645.80 Premium  
 - \$645.80 County Contribution  
**\$0.00 Employee Semi-Monthly Out-of-Pocket Cost**

**Example #3:** Employee elects Western Health Advantage with Employee + 2 or more coverage.

\$1,105.40 Premium  
 - \$990.00 County Contribution  
**\$115.40 Employee Semi-Monthly Out-of-Pocket Cost**

*In the case of conflict between the information presented in this summary and the current Memorandum of Understanding (MOU), the MOU determines the benefit. This document does not constitute a contract. Benefits are subject to change. For benefit details, please refer to the Salary Resolution or Memorandum of Understanding in effect for this employee group.*

Revised: October 14, 2019